

ICS 4236-88

26 April 1988

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director of Central Intelligence

FROM: Lieutenant General Edward J. Heinz, USAF
Director, Intelligence Community Staff

SUBJECT: First Interim Report--National Academy of Public
Administration (NAPA) Study of Civilian Personnel Systems

1. Attached for your signature are letters to Senator Boren and Representative Stokes forwarding NAPA's first Interim Report on the civilian personnel study it is conducting in accordance with the Fiscal Year 1988 Intelligence Authorization Act. A copy of the Report is also attached. The Conference Report on the Act calls for interim reports on 1 May 1988 and 1 August 1988 and a final report on 20 January 1989.

2. In January, I formed a group of senior Community managers to approve the study's Terms of Reference and provide overall policy guidance to the effort. The members of that group met in a half-day session with the NAPA study panel earlier this month to exchange views and describe the personnel concerns of the participating agencies. Day-to-day guidance for the study has been provided by a steering group drawn from the Community and chaired by my Director of Planning and Policy, [REDACTED]. That group has worked closely with the NAPA team since the beginning of the year to get the effort off the ground and build a baseline understanding of the personnel systems being studied. As the Conference Report requires, the steering group also consulted Congressional staff while developing the study's Terms of Reference.

3. The Interim Report essentially describes NAPA's progress thus far, which has mainly consisted of organizational work, the acquisition of a comprehensive understanding of the various personnel systems, and the identification of specific issues that will receive close scrutiny in the coming months. There is little in the Report in the way of substantive detail or judgments that could lead to controversy. In response to Congressional interest in early identification of specific issues that might affect legislation in the near term, the NAPA panel does note that it expects to provide a report on CIA's concept of a flexible benefits program as quickly as

STAT

All Portions of this
Memo are UNCLASSIFIED

SUBJECT: First Interim Report--National Academy of Public Administration
(NAPA) Study Civilian Personnel Systems

possible, and that it may also address certain NSA pay proposals in a separate report. The Report also offers some early observations on staffing patterns, variations in pay and benefits, and the relationship between the "uniqueness" of intelligence work and the need for flexibility. More detailed work in these areas will be conducted.

4. The Report is due to the Congress on 1 May. Following your review and signature of the forwarding letters, I shall attach the original Report and arrange delivery to the Senate Select Committee on Intelligence and the House Permanent Select Committee on Intelligence.



Edward O. Heinz
Lieutenant General, (USAF)

STAT

Attachments:

- A. Letters for Signature
- B. NAPA Interim Report